



RENAISSANCE

SA Ratings

Making BEE our Business

Report and Scorecard Generic

CORE003/F01

Status of Scorecard and Report:

Final

ROLFES HOLDINGS LIMITED INCL. SUBSIDIARIES

BEE Level Achieved

8

Procurement Recognition

10%

Value Adding Enterprise

NO

BEE ELEMENT	TARGET SCORE	ACTUAL SCORE
BEE Ownership	20	13.19
BEE Management	10	4
Employment Equity	15	1.71
Skills Development	15	0.46
Procurement	20	11.41
Enterprise Development	15	0
Social Development	5	0.4

Verification:

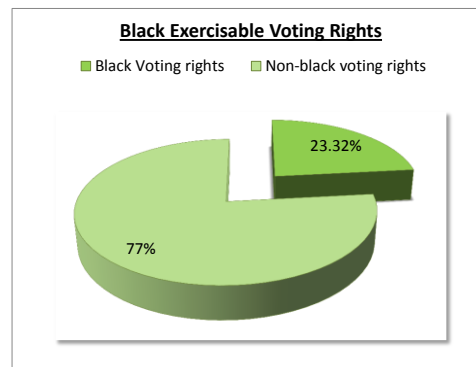
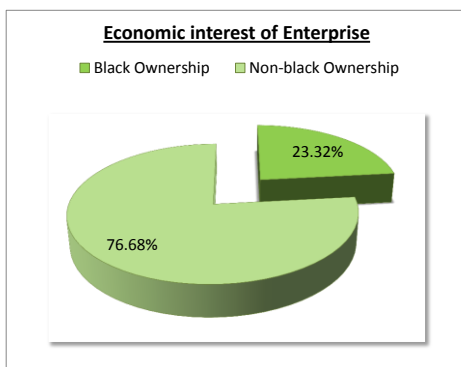
This Report is the result of a verification carried out by the analyst who compiled this report. The Verification was done in terms of the Broad Based Black Economic Empowerment Act 53 of 2003 and the Codes of Good Practice. This report is a factual findings report by the Analyst and provides a reflection of the initiatives undertaken by the Measured Entity.

Decision:

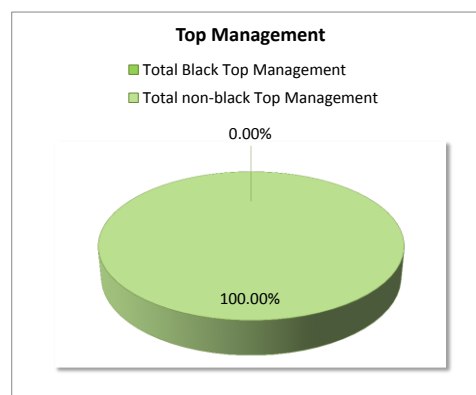
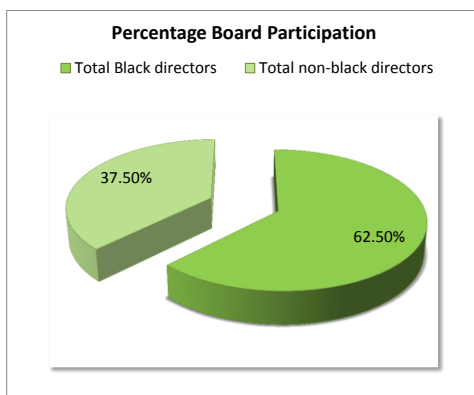
The Verification Manager evaluates all the findings and submissions of the analyst.
If the results are found to be true and accurate the Verification Manager will issue the certificate.



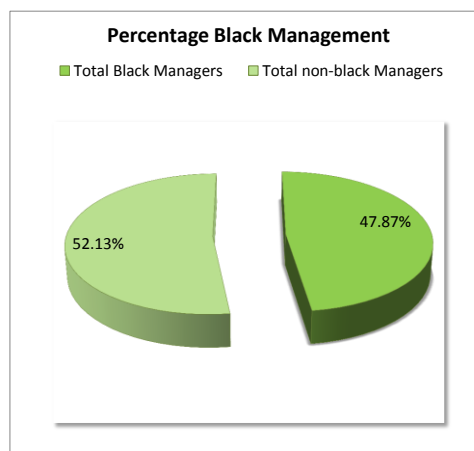
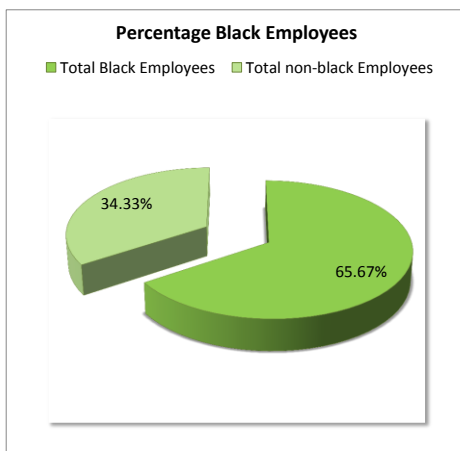
1. ELEMENT: OWNERSHIP					
Ownership Measurement Period			Current		
Measurement criteria			Result		
Percentage Exercisable Voting Rights in the hands of black people			23.32%		
Percentage Exercisable Voting Rights in the hands of black women			0.32%		
Economic Interest in the hands of black people			23.32%		
Economic Interest in the hands of black women			0.32%		
Economic Interest held by black people in:			0.00%		
Designated Groups, Employee Ownership Schemes					
Broad Based Ownership Schemes and Co-Operatives					
Are there outstanding debt by any of the Black Shareholders?			NO DEBT OUTSTANDING		
Percentage black new entrants			0.00%		
Black Participants involved in:			0		
Designated Groups, Employee Ownership Schemes					
Broad Based Ownership Schemes and Co-Operatives					
CRITERIA		COMPLIANCE	TARGET	WEIGHTING POINTS	POINTS SCORED
Exercisable voting rights in the enterprise in the hands of black people		25% + 1 Vote		3	2.80
Exercisable voting rights in the enterprise in the hands of Black woman		10%		2	0.07
Economic interest of Black people in the enterprise		25%		4	3.73
Economic interest of Black woman in the enterprise		10%		2	0.06
Economic interest of the following Black natural people in the enterprise:		2.50%		1	0.00
· Black designated groups					
· Black participants in employee ownership schemes					
· Black beneficiaries of broad based ownership schemes					
· Black participants in co-operatives					
Ownership fulfillment				1	0.00
Net value				7	6.53
Bonus Points: Involvement of Black new entrants in the ownership of the enterprise		10%		2	0.00
Involvement of Black participants in the ownership of the enterprise in:		10%		1	0.00
· Employee ownership schemes					
· Broad-based ownership schemes or					
· Co-operatives					
TOTAL SCORE				20	13.19



2. ELEMENT: MANAGEMENT CONTROL			
Management Control Measurement Period		Current	
Measurement criteria		Result	
Black Representation at Board level		62.50%	
Black Female Representation at Board level		25.00%	
Percentage Black Executive Directors		0.00%	
Percentage Black Female Executive Directors		0.00%	
Black Representation at Top Management level		0.00%	
Black Female Representation at Top Management level		0.00%	
Percentage black Independent non-executive Directors		100.00%	
CRITERIA	COMPLIANCE TARGET	WEIGHTING POINTS	POINTS SCORED
Board Participation	50%		
Exercisable voting rights of Black Board Members using the adjusted recognition of gender.	Target reached: 50%	3	3.00
Black Executive directors using the adjusted recognition of gender	Target reached: 50%	2	0.00
Top Management	40%		
Black Senior Management using the adjusted recognition of gender	Target reached: 40%	5	0.00
Bonus Points	40%		
Black independent non-executive board members	Target reached: 40%	1	1.00
TOTAL SCORE		10	4.00



3. ELEMENT: EMPLOYMENT EQUITY			
Employment Equity Measurement Period		Current	
Measurement criteria		Result	
Staff Compliment (number of employees as defined by Labour Relations Act)		405	
Black Disabled Employees		0	
Black Female Disabled Employees		0	
Black Representation at Senior Management level		0 OUT OF 12	
Black Female Representation at Senior Management level		0 OUT OF 12	
Black Representation at Middle Management level		0 OUT OF 39	
Black Female Representation at Middle Management level		0 OUT OF 39	
Black Representation at Junior Management level		70 OUT OF 114	
Black Female Representation at Junior Management level		4 OUT OF 114	
CRITERIA		COMPLIANCE TARGETS (Years 0-5 / 6-10)	WEIGHTING POINTS
Black employees who are disabled employees, as a percentage of all employees using the recognition for gender		2% / 3%	2
Black employees in senior management, as a percentage of all employees in that category using the adjusted recognition for gender		43% / 60%	5
Black employees in middle management, as a percentage of all employees in that measurement category using the adjusted recognition for gender		63% / 75%	4
Black employees in junior management, as a percentage of all employees in that measurement category using the adjusted recognition for gender		68% / 80%	4
Bonus points for meeting or exceeding the Economically Active Population (EAP) targets in each category above			3
TOTAL SCORE			15
			1.71





4. ELEMENT: SKILLS DEVELOPMENT			
		Start Date	End Date
Skills Development Measurement Period		2011/07/01	2012/06/31
Measurement criteria	Result		
Were the pre-requisites met as per Code Series 400?	YES		
Skills Development Expenditure on black employees	R	167 510.5500	
Skills Development Expenditure on black female employees	R	10 902.1000	
Leviable Amount for the Measurement Period	R	62 041 022.0000	
Skills Development Expenditure on black Disabled employees	R	-	
Skills Development Expenditure on black female Disabled employees	R	-	
Number of learnerships and Category B,C,D programmes for black employees	R	1.0000	
CRITERIA	COMPLIANCE	TARGET	POINTS SCORED
Skills development spend on learning programmes for Black employees as a percentage of the leviable amount using the adjusted recognition for gender	3%	6	0.31
Adjusted skills development spend on learning programmes, for Black employees with disabilities, as a percentage of the leviable amount using the adjusted recognition for gender	0.30%	3	0.00
Adjusted number of Black employees participating in learnerships as a percentage of the total number of employees using the adjusted recognition of gender	5%	6	0.15
TOTAL SCORE		15	0.46

5. ELEMENT: PREFERENTIAL PROCUREMENT			
		Start Date	End Date
Preferential Procurement Measurement Period		2011/07/01	2012/06/31
Measurement criteria	Result		
Total Measured Procurement Spent	R	248 712 679.41	
BEE Expenditure	R	133 025 628.69	
BEE Expenditure on QSE and EME Suppliers	R	17 204 187.43	
Expenditure on black owned Entities	R	4 957 669.22	
Expenditure on black women owned Entities	R	3 594 649.39	
CRITERIA	COMPLIANCE TARGETS (Years 0-5 / 6-10)	WEIGHTING POINTS	POINTS SCORED
BEE procurement spend from all suppliers based on the BEE procurement recognition levels, as a percentage of the total measured procurement spend	50% / 70%	12	9.17
BEE procurement spend from qualifying small enterprises or from exempted micro-enterprises based on the applicable BEE procurement recognition levels, as a percentage of total measured procurement spend	10% / 15%	3	1.38
BEE procurement spend from any of the following suppliers as a percentage of total measured procurement spend: · Suppliers that are more than 50% Black owned regardless of their BEE procurement recognition level; (3/5) or · Suppliers that are more than 30% owned by Black woman (2/5)	15% / 20%	3	0.50
		2	0.36
TOTAL SCORE		20	11.41



6. ELEMENT: ENTERPRISE DEVELOPMENT			
		Start Date	End Date
Enterprise Development Measurement Period		2011/07/01	2012/06/31
Measurement criteria		Result	
Net Profit After Tax		R	42 892 000.00
Qualifying amount spend on Enterprise Development initiatives		R	-
CRITERIA	COMPLIANCE TARGET	WEIGHTING POINTS	POINTS SCORED
Average annual value of all qualifying contributions made by the measured entity measured from the commencement of this statement or the inception date to the date of measurement, as a percentage of the target.	3% of NPAT	15	0.00
TOTAL SCORE		15	0.00

7. ELEMENT: SOCIO ECONOMIC DEVELOPMENT			
		Start Date	End Date
Socio Economic Development Measurement Period		2011/07/01	2012/06/31
Measurement criteria		Result	
Net Profit After Tax		R	42 892 000.00
Qualifying amount spend on Socio-Economic Development initiatives		R	34 634.65
CRITERIA	COMPLIANCE TARGET	WEIGHTING POINTS	POINTS SCORED
Average annual value of all socio-economic development contributions made by the measured entity, as a percentage of the compliance target.	1% of NPAT	5	0.40
TOTAL SCORE		5	0.40

This Scorecard and Report has been compiled by: Gerhard Louw
This report reflects the results of a BEE Verification carried out in accordance with the Renaissance management system and relevant rules and legislation.

14/01/2013
Date Compiled

G LOUW
Verification Analyst

Renaissance SA Ratings (Pty) Ltd.